

9-25-2012

Metropolitan Council Labor Update

Presentation to: Legislative Commission on
Metropolitan Government



Organizational Structure

Metropolitan Council has 5 primary divisions:

- Metro Transit (2702 FTEs)
 - Bus (2380 FTEs)
 - Rail (322 FTEs)
- Environmental Services (676 FTEs)
- Regional Administration (243 FTEs)
- Community Development (77 FTEs)
- Metropolitan Transportation Services (38 FTEs)



Labor Structure

Labor structure reflects the Council's history of mergers:

- Metropolitan Council created in 1967
- Environmental Services (ES) was added in 1994
- Metro Transit also added in 1994
- Some labor units unique to Metro Transit or to ES
- Other labor units cross divisional boundaries
- 12 labor units plus a non-represented group



Union/Association/ Plan	Metro Transit	Environmental Services	RA / CD MTS	Employee Count
ATU Amalgamated Transit Union				2203
AFSCME American Federation of State, County & Municipal Employees- Local 668				461
NR Non-Represented				307
TMSA Transit Managers and Supervisors Association				228
Local 35 International Union of Operating Engineers				190
MANA Metropolitan Council Management Association				87

Union/Association/ Plan	Metro Transit	Environmental Services	RA / CD MTS	Employee Count
Machinists International Association of Machinists & Aerospace Workers				48
LELS 192 Law Enforcement Labor Services (PT Police)				44
Teamsters Teamsters Local 320 (FT Police)				44
Electricians International Brotherhood of Electrical Workers				28
LELS 203 Law Enforcement Labor Services (Cap/Lts)				15
Pipefitters United Association of Pipefitters				7
Painters International Union of Painters & Allied Trades				6

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2012 Negotiation Priorities

Wage Priorities:

- Pay aligned with local wage market
- Strengthen performance-based movement through ranges
- Improve wage consistency across labor units

Health Care (HC) Priorities:

- Movement toward greater cost sharing health plan options
- Standardization and consistency across labor units



2012 Labor Negotiation Activity

Union/Association		Term
ATU	In Process	8/01/10 – 7/31/12
AFSCME	Settled	1/01/12 – 12/31/13
TMSA	Settled	1/1/11 – 12/31/13
LOCAL 35	In Process	7/01/11 – 12/31/12
MANA	Settled / In Process	1/1/12 – 12-31-12
Teamsters	In Process	1/1/11 – 12/31/12
LELS 192	In Process	5/1/10 – 12/31/12
LELS 203	Settled	1/1/12 – 12/31/14
Painters	Settled	5/1/12 – 4/30/15



Wage History – Part One

	2009		2010		2011		2012		2013	
	General	All Other	General	All Other	General	All Other	General	All Other	General	All Other
ATU	2.00	.81	0	1.07	0	.64	TBD	TBD	TBD	TBD
AFSCME	2.3	0	0	0	0	0	2.00	1.00	2.00	2.50
NR	0	0	0	0	0.25	0	2.00	0.90	TBD	TBD
TMSA	2.25	0.49	2.25	2.17	0	0	0	1.09	2.00	2.50
Local 35	1.71	0	0	0	0	0	0	0	TBD	TBD
MANA	2.7	0.51	0	0.5	0	0.50	2.00	0.55	TBD	TBD



Wage History – Part Two

	2009		2010		2011		2012		2013	
	General	All Other	General	All Other	General	All Other	General	All Other	General	All Other
Machinists	0.88	0	0	0	0	0	2.00	3.32	2.00	0
Teamsters	0	2.71	0	0.70	0	0	.5	0.97	TBD	TBD
LELS 192	3.36	0	0	0	0	0	TBD	TBD	TBD	TBD
LELS 203	2.50	0	0	0	0	0	2.00	1.94	2.00	2.52
Electricians	1.49	0	1.47	0	0	0	1.28	0	TBD	TBD
Painters	0	0	1.44	0	1.08	0	1.99	0	TBD	TBD
Pipefitters	3.18	0	5.52	0	0	0	1.47	0	TBD	TBD

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Other changes

- Common wage structure adopted for AFSCME, TMSA and Non-Rep
- High cost health plan eliminated for AFSCME, TMSA, Machinists, LELS and Non-Rep for 2013
- Expected 2013 transition to HC self-insurance



